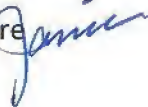




Board of County Commissioners • Escambia County, Florida

**MEMORANDUM**

**TO:** Matt Coughlin

**FROM:** Janice Kilgore 

**DATE:** 5/14/2019

**RE:** Public Safety Ombudsman Final Report

Attached you will find the final written report of my assessment of the Department of Public Safety. The report includes attachments offering additional information on some of the stated issues. There are other issues that need further review and additional research.

Due to the short time frame, my assessment primarily focused on the EMS Division. However, the Fire and Communications Divisions have issues that need to be reviewed and addressed. Also, I believe there are some currently in leadership and/or administrative positions that are not the best person for the position, and this should be addressed by senior leadership.

I appreciate the opportunity to assist County Administration with this assessment. I hope the work I was able to complete will be beneficial as you make improvements and enhancements to the Department. Public Safety should be a priority Department with support from County Administration and County Commissioners.

CC: John Dosh  
Deana Stallworth

JRK/kjg

# Public Safety Ombudsman - Final Report – May 14, 2019

## Overview

Janice Kilgore began work as the Public Safety Ombudsman on Wednesday, April 17, 2019. Original discussions with County Administration indicated this project should take approximately 2 to 3 months to complete. However, the week after work began, the Interim County Administrator requested a preliminary report be provided at the Committee of the Whole meeting on May 9, 2019. During three weeks of this review, discussions were held with over 50 individuals which included employees from Public Safety, County Administration, and members of Volunteer Fire Departments. In addition to the meetings, a review of various procedures, statistics, staffing and other documents began. The primary focus was the EMS Division. This report is not all-inclusive as there was not ample time to complete interviews, conduct research or provide required follow-up. The power point presentation provided on May 9, 2019, is included as **Attachment 1**. There was no further assessment requested by the Board of County Commissioners; only a final written report.

NOTE: The certification issue that has been widely publicized was not part of the scope of this assessment as it had previously been forwarded to the Florida Department of Health for investigation.

## Loss of LOST/EMS Reserve Funds

In June 2018, the County Commissioners reviewed the LOST projects and zeroed out the EMS ambulances/staff vehicles and water safety vehicles for the years 2019, 2020, and 2021. In addition to the loss of LOST funds, six interfund transfers from EMS Reserves have occurred over the past two years totaling \$5,390,004. These funds could have been used for additional staffing and/or pay increases that are needed as noted later in this report. **See Attachment 2**

## Aging Fire Equipment

During discussions, there were comments about the aging equipment in the fire departments, especially from some of the Volunteer Fire Chiefs. Specifically mentioned was bunker gear and other firefighter gear and equipment. Some felt the older equipment is given to the Volunteer Firefighters. This is one area that needs further review.

### Fleet Maintenance Issues

Both Fire and EMS Fleet Supervisors voiced concerns about the status of emergency vehicles. There are 9 ambulances with greater than 250,000 miles and 6 fire trucks with mileage over 100,000. More review is needed regarding the aging fleet as well as implementing a multiyear plan for replacement. See **Attachment 3**

### Maintenance needs at Fire/EMS Stations

Reports of maintenance needs at various Fire and EMS stations included concerns of air quality, mold, mildew, mushrooms growing in shower drains, need for painting, ceiling tiles falling, lawn maintenance, etc. This area needs further review and coordination with Facilities Management.

### Dispatch/EMS/Fire Statistics

As our county grows, so will the emergency calls for assistance from Fire and EMS. The information in Attachment 4 shows Public Safety Communications is handling over 510 calls to 9-1-1 each day. EMS is averaging 192 calls for service each day and Fire is at 37 calls per day. Note the chart below shows a decrease in fire dispatches, however, that trend is reversing. Based on the first 6 months of this fiscal year, fire responses are on track to exceed over 15,000 this year. See **Attachment 4**

	FY15-16	FY16-17	FY17-18
Dispatch Staff	28	28	28
Adm Staff	1	1	2
9-1-1 Calls	205,600	192,080	186,485
EMS Staff	96	108	108
Admin Staff	10	11	12
EMS Dispatches	61,980	69,005	70,260
Fire Staff	154	154	154
Admin Staff	11	11	11
Fire Dispatches	14,317	13,318	13,355



### Update EMS Policies

The EMS Division Policies need review as many were put in place by a previous EMS Manager and date back to 2011.

### Leadership

Public Safety leaders currently receive limited leadership training, if any at all. To be an effective leader, there should be training in the proper way to effectively communicate with peers and subordinates. Senior leaders must ensure pertinent information is routinely shared with all employees in Public Safety. The new Department Director should review those in leadership positions confirming people are in the correct roles.

### Effective Use of Work Force

Some EMS employees are currently in positions other than their assigned positions. Examples include a Paramedic Supervisor that has been assigned to Billing from the Coordinator role. Now another paramedic is now assigned to the Coordinator role, causing a vacancy on the shift. Several EMS crew members are on 'light duty' working in admin positions but their shift positions are being filled with either relief employees or overtime. The Medical Director has assigned a road paramedic to her staff to assist in rewriting the protocols. This requires his shift to be covered by either part time employees or overtime. There are other admin positions available to assist the Medical Director – EMS Education Coordinator and Section Chief Admin/Professional Standards. However, these two individuals filed harassment charges against the Medical Director, so there remains friction. An EMT has been tasked with oversight of the American Heart Association training center. This requires that he be pulled from his shift frequently to perform these duties. This requires his shift to be covered by relief personnel or overtime. If employees are not able to perform in the positions they hold, perhaps they should be permanently removed so double staffing is not happening as frequently as it is now.

### Improve Public Image

The recent negative publicity is taking its toll on employees at Public Safety. These employees are dedicated, caring individuals properly trained and certified for the job. Every day they are helping people in emergency situations and it is unfortunate the good they are doing is seldom heard. Continued support and appreciation from County leaders as well as from the citizens they serve is needed.

### Coordination between Divisions

In speaking with the Division Managers at Public Safety, the coordination/communication among Divisions is not what it needs to be. There should be periodic senior level leadership meetings with the Director to correct this lack of coordination. This will allow Division Managers to get appropriate information that can be passed to employees in a timely manner.

### Training

Training is extremely important for all Divisions of Public Safety, yet training dollars are some of the first cut from budgets. Training for Fire, EMS and Communications/Dispatch must be given the priority it deserves. The need for a training facility has been in the plans for well over 10 years and was an identified expenditure of LOST funds in the past. Even though funds were available and County property was identified, approval was never granted for the project to proceed.

### Vote of No Confidence

The Fire and EMS unions provided public statements regarding a vote of no confidence for Director Weaver. During discussions, some indicated the vote was due to the resignation of Chief Nail. Others mentioned they did not feel Director Weaver was properly presenting the needs of Public Safety to County Administration and the Commissioners. In a conversation with the President of the Volunteer Fire Association, he indicated they did not hold a vote of no confidence and did not agree with the one taken by the career firefighters. He said they supported Director Weaver in his position.

### Vehicle Replacement Program

A multi-year vehicle replacement program is needed for both Fire and EMS. During previous cycles of the Local Option Sales Tax (LOST), funds were identified for the purchase of ambulances and fire apparatus. These vehicles were listed as expenditures in the brochures that were mailed to citizens asking for their continued support for the tax.

### Timely Completion of Protocols

The Medical Director has been working to complete an update of the medical protocols for many months. Currently employees are using protocols written almost entirely by Dr. Neal when he was the Medical Director. Dr. Neal left EMS in 2014. See timeline in **Attachment 5**

### North end EMS coverage

Because of staffing issues at EMS, there are times when the north end of the county is left without a County ambulance in the area. The Century ambulance crew will transport a patient to a hospital in Pensacola. Once here, they are then dispatched to various emergencies calls in the south end since they may be the closest and/or only ambulance available at the time of the call. This causes a delay in the ambulance returning to the north end of the County. Recent requirements for additional service in the Walnut Hill area and for the new Emergency Room in Perdido Bay have caused coverage issues because no additional staffing has been added to provide this service.

### Pay and Retention

You will notice in the below chart the beginning hourly rates have not increased much over the past 11 years. This has an impact on employee retention. For example, a new dispatcher at other area facilities like Pensacola Police, Escambia Sheriff and Walton County make from \$1 to \$2 more per hour. Same is true for new EMTs and Firefighters, where others in this area are paying \$2 to \$4 per hour more. Even the Lifeguards on Pensacola Beach begin at \$2.08 more per hour than the Firefighters and EMTs. While starting pay for Paramedics was raised from \$14.54 to \$16.00 in 2016, they are still at least \$2.00 per hour less than those in Okaloosa County.

In the past, Escambia County had the better wages and could draw employees from other areas. This is no longer the case. In order to continue to provide the services expected, something must be done about retention and pay. **Attachment 6** provides examples of the differences mentioned above.

	2008	2011	2019
Dispatcher	\$12.11	\$12.49	\$12.49
EMT/FF	\$12.11	\$12.49	\$12.49
Paramedic	\$13.65	\$14.54	\$16.00



### Inspections

The Florida Department of Health conducted a routine inspection of EMS on July 31, 2018. Areas inspected included personnel records, service records and facilities inspection, ALS and BLS vehicle inspection and equipment test results. No deficiencies were found. Further, the inspector noted this was an outstanding inspection with excellent employee and service records as well as a good Quality Assurance Quality Improvement (QA/QI) program. **See Attachment 7** for the inspection report.

### Summary

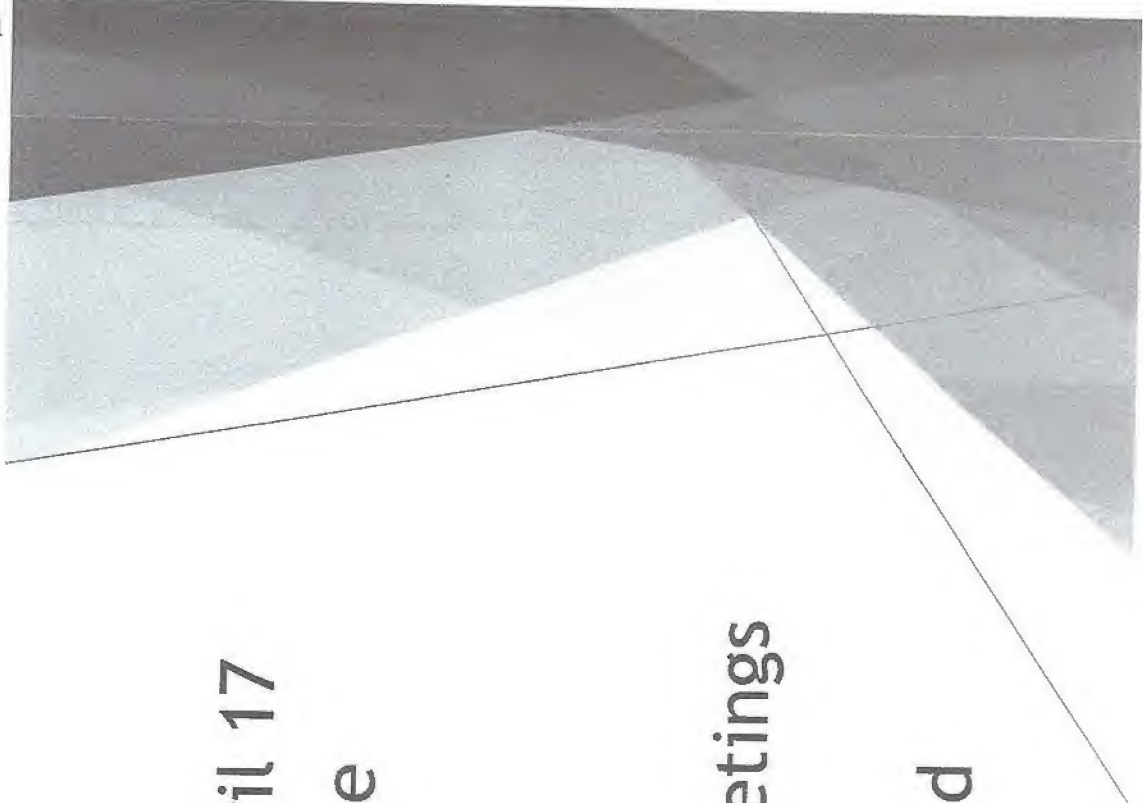
Due to the short time frame allowed for this assessment, the primary focus was on the EMS Division. The issues identified all play a part in the overall quality of the service currently provided. There are concerns of staffing and other needs in the Fire and Communication Divisions that should be reviewed to improve and enhance those Divisions. Having the right people in leadership positions is critical.

County Administration and the Board of County Commissioners must make Public Safety a priority department. By providing adequate funding for staffing, equipment, training and other resources, it will help ensure the Department can provide the best services possible for the citizens and visitors in our County.

# Public Safety Ombudsman Preliminary Report

Committee of the Whole  
May 9, 2019





## Public Safety Assessment

- ▶ Began work on Wednesday April 17
- ▶ Discussions with over 50 people
  - ▶ Public Safety employees
  - ▶ County Administration
  - ▶ Volunteer Fire Chiefs
- ▶ Still receiving requests for meetings
- ▶ Concerns of Retaliation
- ▶ Many issues/concerns identified

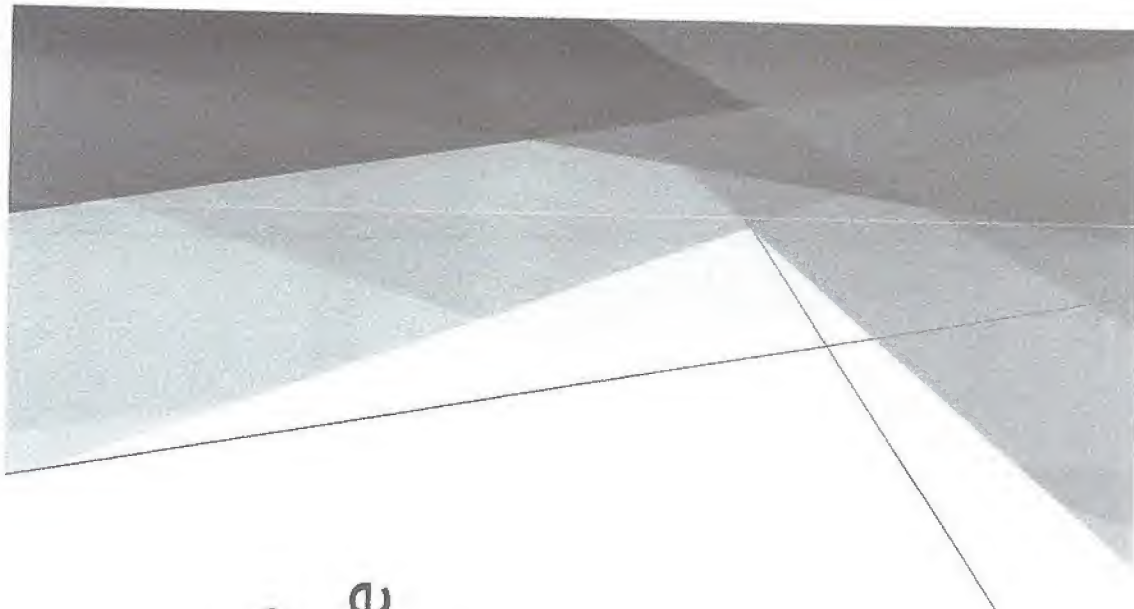
## Findings

- ▶ LOST Funds and EMS Reserve Funds
- ▶ Fire Dept concerns with aging equipment
- ▶ Fleet Maintenance issues EMS and Fire
- ▶ Maintenance issues at the Fire Stations
- ▶ Leadership
  - ▶ Limited or no training
  - ▶ Poor communication skills/procedures

# Findings

- ▶ Emergency calls continue to increase
- ▶ Staffing concerns - Dispatch/EMS/Fire

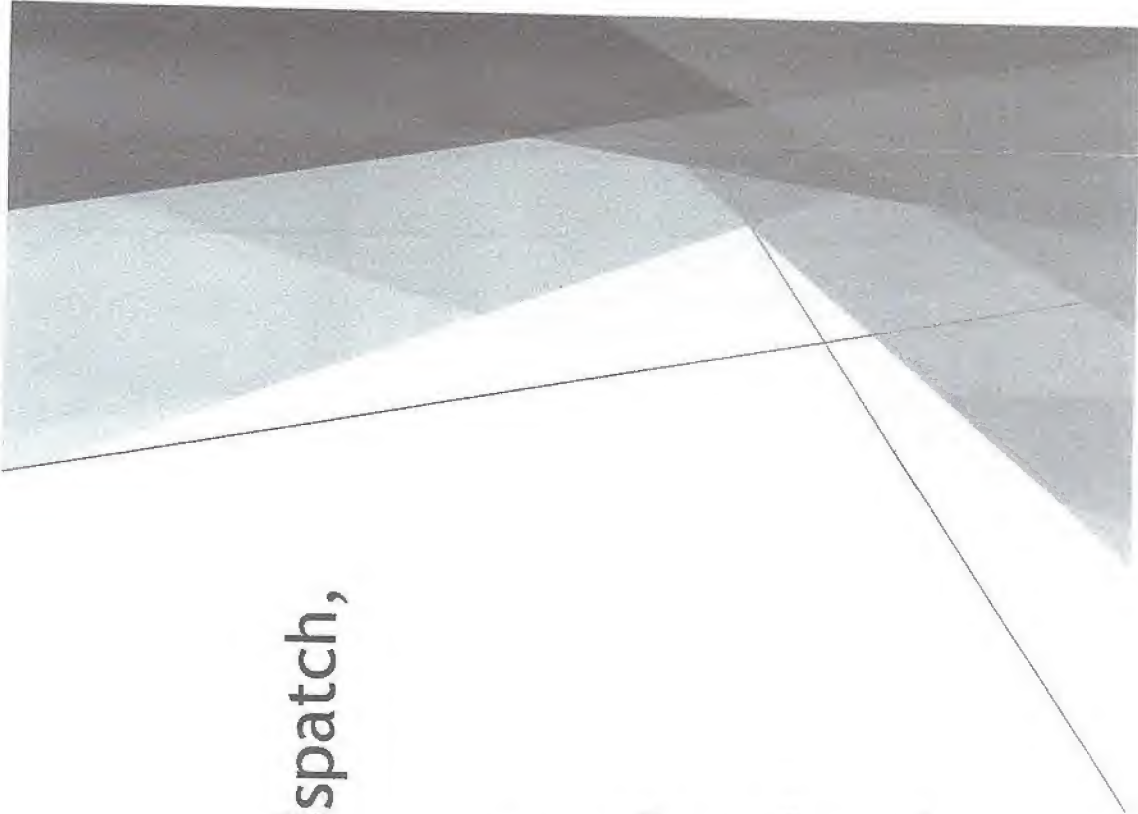
	FY15-16	FY16-17	FY17-18
Dispatch Staff	28	28	28
Adm Staff	1	1	2
Calls	174,378	184,244	197,935
EMS Staff	96	108	108
Admin Staff	10	11	12
Calls	61,980	69,005	70,260
Fire Staff	154	154	154
Admin Staff	11	11	11
Calls	14,317	13,318	13,355*





## Findings

- ▶ Improve coordination between Divisions
- ▶ More effective use of workforce
- ▶ Completion of Medical Protocols for EMS/Fire
- ▶ Training
  - ▶ No medical training since October 2018
  - ▶ Prefer skills based/hands on
  - ▶ Need for Public Safety Fire Training Facility



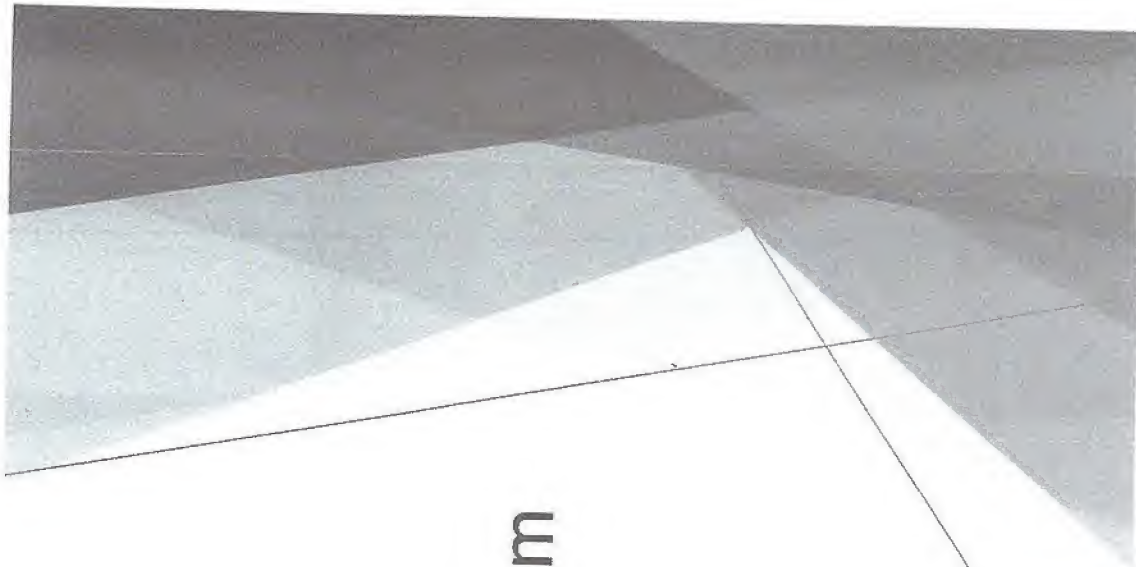
# Findings

## ► Pay and Retention issues with Dispatch, EMS and Fire

	2008	2011	2019
Dispatcher	\$12.11	\$12.49	\$12.49
EMT/FF*	\$12.11	\$12.49	\$12.49
Paramedic	\$13.65	\$14.54	\$16.00*

## Findings

- ▶ Recent vote of no confidence
- ▶ Update EMS Division Policies
- ▶ Multi year vehicle replacement program
- ▶ EMS coverage in the North end of County
- ▶ Improve Department's public image





REPORT OF THE COMMITTEE OF THE WHOLE WORKSHOP – June 14, 2018

AGENDA NUMBER – Continued

5. Continued...

A. Continued...

- (2) Reviewed the allocation for economic development LOST projects and made no change;
- (3) Reviewed the allocation for Sheriff's Office LOST projects and added \$250,000 as a placeholder in 2022 for design with the understanding that this will be readdressed at a later date;
- (4) Reviewed the allocation for judicial LOST projects and made the following changes:
  - (a) The primary entrance renovation was moved to 2021; and
  - (b) Jury and audience affixed seating was moved to 2022;
- (5) Reviewed the allocation for detention LOST projects and made no change;
- (6) Reviewed the allocation for Parks and Recreation LOST projects and made no change;
- (7) Reviewed the allocation for Natural Resources LOST projects and deleted the line item for ecotourism large ship acquisition, which had previously been zeroed out;
- (8) Reviewed the allocation for Public Safety/Fire LOST projects and zeroed out the EMS ambulances/staff vehicles and water safety vehicles for years 2019, 2020, and 2021;
- (9) Reviewed the allocation for Supervisor of Elections LOST projects and made no change;
- (10) Reviewed the allocation for Neighborhood and Human Services LOST projects and made no change;
- (11) Reviewed the allocation for Public Works/Drainage LOST projects and the Ferry Pass Drainage Zone 5 project was adjusted to \$50,000 in 2022 and \$900,000 in 2023;
- (12) Reviewed the allocation for Public Works/Transportation LOST projects and made no change;

(Continued)

## ATTACHMENT 2

SUNGARD PENTAMATION  
DATE: 05/10/2019  
TIME: 14:17:31

ESCAMEIA COUNTY BOCC  
EXPENDITURE AUDIT TRAIL

PAGE NUMBER: 1  
AUDIT21

SELECTION CRITERIA: orgn.fund='408' and expledgr.account='59101'  
ACCOUNTING PERIODS: 1/18 THRU 13/18

SORTED BY: FUND,TOTAL COST CNTR,1ST SUBTOTAL,ACCOUNT

TOTALED ON: FUND,TOTAL COST CNTR,1ST SUBTOTAL

PAGE BREAKS ON: FUND,TOTAL COST CNTR

FUND - 408 - EMERGENCY MEDICAL SERVICE  
COST CENTER - 330371 - TRANSFERS

ACCOUNT DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES DESCRIPTION	CUMULATIVE BALANCE
408-58000-58100-33-3303-330371-330371 - TRANSFERS								
59101								
09/29/17	11-1				3,596,251.00	.00	.00 BEGINNING BALANCE	
11/22/17	19-2		SJRC0005A			899,062.75	POSTED FROM BUDGET SYSTEM	
02/08/18	19-4		SJRC0005C			899,062.75	IF T-FER 1ST QTR FY18	
05/31/18	19-8		SJRC0005F			899,062.75	2ND QTR INTERFUND TRNFR	
07/11/18	19-10		SJRC0005I			899,062.75	3RD QTR INTERFUND TRANSFER	
TOTAL	TRANSFERS				3,596,251.00	3,596,251.00	4TH QTR INTERFUND TRANSFER	.00
TOTAL 1ST SUBTOTAL - OTHER USES								
					3,596,251.00	3,596,251.00		.00
TOTAL TOTAL COST CNTR - TRANSFERS								
					3,596,251.00	3,596,251.00		.00
TOTAL FUND - EMERGENCY MEDICAL SERVICE								
					3,596,251.00	3,596,251.00		.00
TOTAL REPORT								
					3,596,251.00	3,596,251.00		.00

\* THERE IS A NOTE ASSOCIATED WITH THIS TRANSACTION

# ATTACHMENT 2

PAGE NUMBER: 58  
AUDIT21

ESCAMBIA COUNTY BOCC  
EXPENDITURE AUDIT TRAIL

SUNGARD PENTAMATION  
DATE: 05/10/2019  
TIME: 14:10:55

SELECTION CRITERIA: orgn.fund='408'  
ACCOUNTING PERIODS: 1/19 THRU 8/19

SORTED BY: FUND,TOTAL COST CNTR,1ST SUBTOTAL,ACCOUNT

TOTALED ON: FUND,TOTAL COST CNTR,1ST SUBTOTAL

PAGE BREAKS ON: FUND,TOTAL COST CNTR

FUND - 408 - EMERGENCY MEDICAL SERVICE  
COST CENTER - 330371 - TRANSFERS

ACCOUNT DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES DESCRIPTION	CUMULATIVE BALANCE
408-58000-58100-33-3303-330371-330371 - TRANSFERS								
59101	TRANSFERS							
09/28/18	11-1				.00	.00	.00 BEGINNING BALANCE	
10/01/18	19-1		SJE0005A		3,587,506.00	896,876.50	POSTED FROM BUDGET SYSTEM	
01/04/19	19-4		SJE0005C			896,876.50	REC Q1 INTERFUND TRANSFER	
TOTAL	TRANSFERS				3,587,506.00	1,793,753.00	REC Q2 INTERFUND TRANSFER	1,793,753.00
TOTAL 1ST SUBTOTAL - OTHER USES								
					3,587,506.00	1,793,753.00		1,793,753.00
TOTAL TOTAL COST CNTR - TRANSFERS								
					3,587,506.00	1,793,753.00		1,793,753.00

\* THERE IS A NOTE ASSOCIATED WITH THIS TRANSACTION



## ATTACHMENT 3

## EMS Vehicle mileage sheet

Asset #	Unit #	Mileage	Hours	Age	Cost of repaire from 2013 to April 2019 To
58242	1	251840	19271	9 years 10 months	\$98,312.83
58499	2	288153	21339	9 years 2 months	\$128,581.95
58498	3	263583	19933	9 years 2 months	\$134,354.17
58244	4	277995	21308	9 years 10 months	\$122,099.98
60150	5	184686	13925	6 years 4 months	\$99,809.05
58243	6	299394	23139	9 years 10 months	\$128,300.88
61834	7	140527	10593	4 years 3 months	\$29,341.57
60583	8	133503	5467	6 years 0 months	\$24,415.32
59117	9	233040	17521	7 years 9 months	\$93,654.87
60582	10	136603	5346	6 years 0 months	\$27,365.25
62041	11	115234	8334	4 years 0 months	\$24,618.49
61835	12	140786	10269	4 years 3 months	\$23,962.33
60584	13	137340	7395	6 years 0 months	\$33,007.54
59118	14	245591	17794	7 years 9 months	\$106,023.11
60152	15	191666	14410	6 years 3 months	\$63,959.11
58497	16	248063	18132	9 years 2 months	\$91,248.74
60153	17	187856	15822	6 years 4 months	\$89,966.50
60585	18	166163	12412	5 years 7 months	\$77,913.69
63019	19	66876	4675	1 year 10 months	\$5,980.78
62629	20	95487	7372	3 years 4 months	\$18,119.52
62630	21	96648	7523	3 years 4 months	\$22,198.86
63020	22	52795	3577	1 year 10 months	\$4,558.20
62042	23	121848	8455	4 years 0 months	\$18,894.16
62992	24	78598	6039	2 years 8 months	\$13,628.74
62993	25	77745	5930	2 years 8 months	\$11,049.85
62994	26	56652	4436	2 years 5 months	\$12,712.00
62995	27	69665	5106	2 years 5 months	\$8,051.61
57748	28	311044	23055	10 years 8 months	\$127,661.92
57747	29	322962	24758	10 years 9 months	\$147,607.44
58003	30	307161	25276	10 years 4 months	\$142,515.37
63743	31	7734	604	6months	\$408.87
63744	32	8429	738	6 months	\$585.36

# ATTACHMENT 3

## Escambia County Fire Rescue Unit Availability Log

Unit	Year	Mileage	Hours	Property ID#	Station	Location
<b>Engines</b>						
Engine 1	2007	77,589	6146	55772	1	1
Engine 2	2004	40,123		53026	2	2
Engine 3	2006	132,271	10776	55055	3	3
Engine 4	2010	111,280	7751	58731	4	4
Engine 5	2003	44,147	5338	52312	5	5
Engine 6	2010	127,434	9818	58730	6	6
Engine 7	2010	101,146	9510	58729	7	7
Engine 8	2003	94,881	3359	52677	8	8
Engine 9	2004	80,233	5937	53610	9	Sunbelt
Engine 11	2004	131,556	11480	53027	11	11
Engine 14	2002	114,836	10294	51210	14	14
Engine 15	2011	13,285	1019	59224	15	15
Engine 16	2010	75,282	7457	58728	16	Empire
Engine 17	2003	84,312	7327	52713	17	17
Engine 18	2003	98,495	7179	52713	18	18
Engine 20	2011	15,254	1117	59172	8	8
Engine 21	2011	7,260	623	59176	21	21
Engine 22	2011	15,182	1075	59253	22	22
Engine 23	2006	25,526	1919	55054	23	23
<b>Ladder Trucks</b>						
Ladder 12	2011	87,113	7785	59221	12	12
Ladder 13	2010	59,922	6306	58694	13	13
Ladder 19	2010	80,902	6260	58695	19	19
Ladder 5	2011	16,102	2049	501107	5	5
Tower 7	2010	22,546	2361	58693	7	7
<b>Squads</b>						
Squad 13	2015	5,772	177	61753	13	13
Squad 15	2002	35,202	2176	50850	15	15
Squad 19	2105	5,047	578	61754	19	19
Squad 8	2002	63,707	1	502223	8	8
Squad 729	2003	89,235	1	52043	7	7
<b>Tankers</b>						
Tanker 2	2010	6,873	736	58749	2	2
Tanker 7	2007	26,504	2255	55993	7	7
Tanker 9	1997	21,354	130	501916	9	9
Tanker 11	1992	24,942	2903	501455	11	11
Tanker 15	2007	9,898	643	55771	15	15



Tanker 18	1997	29,956	2137	501921	18	18
Tanker 22	1997	15,398	954	501926	22	22
Tanker 23	1997	20,808	221	501915	23	23

#### Brush Trucks

Brush 2	2002	28,496		51640	2	Knowles
Brush 223	1969	1	1	501428	2	2
Brush 225	1986	1	1	55814	2	2
Brush 4	2002	17,235	1775	51442	4	4
Brush 5	2004	22,355	1	53022	5	5
Brush 923	2002	14,731	854	51537	9	9
Brush 14	2002	44,469	3403	51526	14	14
Brush 15	2006	12,438	712	55140	15	15
Brush 1824	2012	21,287	1	59193	18	18
Brush 20	2002	40,784	2925	51441	8	8
Brush 22	2004	16,844	382	53013	22	22
Brush 23	2004	14,338	1	53023	23	23

#### Watercraft

Boat 4	2000	1	1	53544	4	4
Waverunner 13A	2017	1	28	63477	13	13
Waverunner	2008	1	52	58237	100	CENTRAL
Waverunner 13B	2017	1	23	63475	13	13
Waverunner 16	2013	110	110	60439	16	16
Waverunner 19A	2017	1	23	63476	19	19
Waverunner 8 A	2013	2001	72	60440	8	8
Waverunner 19 B	2009	2001	153	58603	19	19
Zodiac 3	2014	10,000	6	61055	3	3
Zodiac 8	1987	1	1	50401	8	8

#### Specialty Vehicles

Haz Mat 6	2000	511	88	63854	6	6
Rescue 3	1996	21,848	2011	501913	3	3
Air 11	1991	1	483	501118	11	11

#### Reserve Apparatus

Reserve Engine 1	1997	45,106	7783	501934	1	Fleet
Reserve Engine 3	2002	136,590	10924	51208	3	3
Reserve Engine 4	2005	76,488	6797	54082	4	1
Reserve Engine 6	2002	92,806	1173	51209	6	6
Reserve Engine 911	2011	6,579	434	59177	9	9
Reserve Engine 13	2002	99,421	8612	51207	13	13
Reserve Engine 16	2002	104,300	9678	51211	16	16
Reserve Engine 17	2005	74,527	7376	54081	17	17
Reserve Engine 19	1997	78,888	2391	501947	19	19
Reserve Ladder 14	2002	119,655	10319	51642	14	14



[illegible]

[illegible]



[illegible]



[illegible]

## **Protocol Timeline**

- ▶ **June 1, 2018 - Updated Protocols issued to employees**  
July 8<sup>th</sup> - Email from Medical Director to EMS/FIRE advising new protocols should be used for guidance and reviews. Discrepancies have been found that need to be addressed and corrected. She requested emails for input and errors.
- ▶ **June 26, 2018 - Medical Director provides concerns to Co Administration**  
Email to Jack Brown, Matt Coughlin and Mike Weaver re concerns about the EMS Office of Administration, Professional Standards –
- ▶ **June 29, 2018 - Division Manager, EMS resigns**  
Leon Salter acting EMS Chief
- ▶ **July 31, 2018 - Florida Department of Health completes Inspection of EMS**  
No deficiencies found – Noted as Outstanding Inspection – Reviewed 22 of 150 employee files – noted Excellent employee and service records. Good QA/QI
- ▶ **August 13, 2018 - Chief Nail designated Deputy Public Safety Director**
- ▶ **September 4, 2018 - Requested Visio installation (for Protocol Revisions)**  
Visio installed on October 25. Requested installation of Visio on laptop on November 5, 2018—Installed on February 8, 2019
- ▶ **October 18, 2018 - Chief Nail designated Chief, Fire/EMS**
- ▶ **October 27, 2018 - Request for EMS reorganization**  
Email from Rusty Nail to Matt Coughlin with Draft one-page memo regarding a request for EMS Reorganization – Weaver not on email



## ATTACHMENT 5

### ► October 31, 2018 - Last scheduled mandatory medical training for EMS

Held two events in 2019 but not medical training - 1) review the new EMS units; 2) review strapping of large oxygen bottle

### ► February 4, 2019 - Protocols recalled and reverted back to Dr. Neal's

Email from Medical Director to EMS personnel, Chief Nail and Captain Ammons (Fire) to have protocols distributed in June 2018 turned into supervisors ASAP and considered VOID due to discrepancies and drug dosage errors. Employees are to revert back to protocols found on the County website and signed by either Dr. Neal or Dr. Edler. Further included was a list of 5 medications that will require medical control (a doctor's order) prior to administering medication.

February 12, 2019 – email send to EMS personnel and Capt. Ammons (Fire) to clarify the Pain Management Protocol

Paramedic sends email to Chief Nail, Chief Salter and Dr. Edler on February 15, 2019 regarding current issues with protocols. Chief Nail responded requested concerns/questions up the chain and advise him of any issues.

### ► March 12, 2019 - Medical Director signs new QA/QI Clinical Policy

This policy was provided to media on April 26, 2019 however, I discovered this policy was never issued to employees. I discussed with Bill Hopkins, the Paramedic assigned to Dr. Edler after she declined to meet with me. He accepted the blame for the policy not being issued to the EMS employees and I suggested he contact Chief Salter and get this policy out to the employees. Policy issued to employees on May 7, 2019.

### ► June 1, 2019 - Target Date for Updated Protocols

Bill Hopkins advised adult protocols should be out by mid-May. During meeting with Chief Nail on April 24, 2019, he said the target date is June 1, 2019. Dr. Edler advised in email dated April 30<sup>th</sup> that the date for protocol issuance may be delayed due to “recent events and continuous distractions along with her job responsibilities that include the correctional center”.





## ESCAMBIA COUNTY SHERIFF'S OFFICE

Human Resources  
1700 W. Leonard St.  
Pensacola, FL 32501

<http://www.escambiaso.com>

### INVITES APPLICATIONS FOR THE POSITION OF: **Dispatcher**

*An Equal Opportunity Employer*

#### SALARY

\$14.54 Hourly    \$1,163.20 Biweekly    \$2,520.27 Monthly    \$30,243.20 Annually

**OPENING DATE:** 09/24/13

**CLOSING DATE:** Continuous

#### **THE POSITION**

We invite and encourage all of our prospective applicants to view the YouTube video listed below prior to submitting an application. This video gives a general idea of what an employee hired into this position can expect his/her day-to-day tasks to be. This video is not intended to discourage qualified prospective Dispatcher applicants from applying, but to give a quick insight as to what this position entails at our communications center, as communication centers vary in volume from center to center, keeping in mind that this is a roughly 4 minute video of a 12 hour shift of a communications center similar to the one at the Escambia County Sheriff's Office.

<https://www.youtube.com/watch?v=497uMOa8oq0>

This class receives, records, and routes emergency communications; dispatches appropriate personnel.

#### **EXAMPLES OF DUTIES**

We invite and encourage all of our prospective applicants to view the YouTube video listed below prior to submitting an application. This video gives a general idea of what an employee hired into this position can expect his/her day-to-day tasks to be. This video is not intended to discourage qualified prospective Dispatcher applicants from applying, but to give a quick insight as to what this position entails at our communications center, as communication centers vary in volume from center to center, keeping in mind that this is a roughly 4 minute video of a 12 hour shift of a communications center similar to the one at the Escambia County Sheriff's Office.

<https://www.youtube.com/watch?v=497uMOa8oq0>

Dispatches appropriate units to specific calls utilizing a radio console; tracks calls and notifies appropriate individual(s) of situations requiring their attention.

Receives telephone calls reporting situations, incidences of an emergency nature, or life-threatening nature and directs emergency services, questions caller and solicits information, and receives and routes emergency and non-emergency telephone calls.

Maintains and retrieves information from radio logs, files, and computer programs; disseminates information to appropriate individuals.

Enters information into a computer-aided dispatch system (CAD).



**OKALOOSA COUNTY**  
Department of Human Resources  
5479-B Old Bethel Road,  
Crestview, FL 32536

<http://www.co.okaloosa.fl.us>

**INVITES APPLICATIONS FOR THE POSITION OF:**  
**Paramedic (Full-time) - 12 Hour Shift**  
**PUBLIC SAFETY - EMS (4500) (NICEVILLE)**

*An Equal Opportunity Employer*

**SALARY RANGE**

GRADE: N16 \$18.13 - \$18.13 Hourly \$42,351.68 - \$42,351.68 Annually

**ISSUE DATE:** 03/07/19

**FINAL FILING DATE:** Continuous

**THE POSITION**

Provides basic and advanced life support assistance on an emergency basis for the care and treatment of sick and injured person(s).

**ESSENTIAL JOB FUNCTIONS**

Trains new employees and students.

Drives an ambulance in a variety of conditions in response to emergency calls.

Provides basic and advanced life support.

Participates in the care and upkeep of equipment (i.e., ambulance, life support equipment).

Performs both medical and non-medical transfers.

Makes presentations at schools, cardiopulmonary resuscitation classes, civic groups and public safety agencies.

Maintains adequate stock of consumable supplies; restocks as needed.

Completes reports, forms associated with patient care.

Testifies in court (i.e., murder trial, DUI, chain of custody) and gives depositions.

Attends training sessions; maintains all required certifications and forwards copies to the Shift Training Officer.

Assists with control of scene and non-injured parties.

Must be able to meet work schedule and attendance standards.

Performs related duties as required.

**MINIMUM TRAINING AND EXPERIENCE**

High school diploma, GED, or equivalent; certification in CPR, and ACLS; must be a Florida certified Paramedic and at least 18 years of age. EVOC certification required within 30 days of hire. Must possess a valid driver license and a good driving record.





**OKALOOSA COUNTY**  
Department of Human Resources  
5479-B Old Bethel Road,  
Crestview, FL 32536

<http://www.co.okaloosa.fl.us>

**INVITES APPLICATIONS FOR THE POSITION OF:**  
**EMT (ALS) - 12 Hour Shift**  
**PUBLIC SAFETY - EMS (4500) (COUNTY WIDE)**

*An Equal Opportunity Employer*

**SALARY RANGE**

GRADE: N 14 \$14.57 - \$14.57 Hourly \$34,035.52 - \$34,035.52 Annually

**ISSUE DATE:** 02/21/19

**FINAL FILING DATE:** Continuous

**THE POSITION**

Provides basic life support assistance on an emergency basis for the care and treatment of sick and injured person(s).

**ESSENTIAL JOB FUNCTIONS**

Drives an ambulance in a variety of conditions in response to emergency calls.

Provides basic life support.

Performs both medical and non-medical transfers.

Participates in the care and upkeep of assigned equipment: ambulance, life support equipment.

Makes presentations as requested and scheduled at schools, cardiopulmonary resuscitation classes, civic groups and other public safety agencies.

Assists with control of scene and non-injured parties.

Maintains adequate supplies of consumable supplies; restocks as needed.

Testifies in court (i.e., murder trial, DUI, chain of custody), and gives depositions.

Attends training sessions; maintains all required certifications and forwards copies to the Shift Training Officer.

Must be able to meet work schedule and attendance standards.

Performs related duties as required.

**MINIMUM TRAINING AND EXPERIENCE**

High school diploma, GED, or equivalent; certification in CPR; must be a Florida registered EMT and at least 18 years of age. EVOC certification required within 30 days of hire. Must be computer literate and possess a valid driver license and a good driving record.

**MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS** Physical Requirements: Must be able to exert in excess of 100 pounds of force occasionally, or in excess of 50 pounds of force frequently, or in excess of 20 pounds of force constantly to move objects. Must be able to ascend or descend ladders, stairs, scaffolding,



## Walton County, Florida

Certified Positions	Salary	Deadline
<u>Detention Deputy</u>	\$17.79 per hour \$37,000.00 per year -- Certified	Oct 16, 2019
<u>Deputy Sheriff</u>	\$17.79 per hour \$37,000.00 annually or commensurate with experience	Oct 16, 2019
<u>Part-time Paramedic</u>	\$17.79 per hour	Mar 18, 2020
<u>Part-time EMT- Emergency Lined Tech</u>	\$16.56 per hour	Mar 18, 2020
<u>Part-time Firefighter/EMT</u>	\$17.79 per hour	Mar 18, 2020
<u>Part-time Firefighter/Paramedic</u>	\$16.20 per hour	Mar 18, 2020

Firefighter Positions	Salary	Deadline
<u>Firefighter/Paramedic</u>	\$40,000 including FLSA OT	Oct 16, 2019
<u>Firefighter/EMT</u>	\$37,000 including FLSA OT	Oct 16, 2019
Dispatcher Positions	Salary	Deadline
<u>Communications Officer</u>	\$29,700.00	Oct 16, 2019

## ATTACHMENT 6



# Lifeguard

Class Code:  
P454-DBMB22

Bargaining Unit: No Union Affiliation (NU)

ESCAMBIA COUNTY  
Established Date: Sep 26, 2015  
Revision Date: Dec 22, 2015

## SALARY RANGE

\$14.57 - \$16.89 Hourly  
\$1,165.60 - \$1,351.20 Biweekly  
\$30,305.60 - \$35,131.20 Annually

### DESCRIPTION:

#### **Mandatory Testing Position: Requires Drug Testing**

Monitors the activities at public beaches to prevent accidents and provide assistance. Work is performed under the direction of a Senior Lifeguard.

### EXAMPLES OF DUTIES:

Rescues swimmers in danger of drowning and administers first aid.

Maintains order and discipline.

Patrols beaches to protect property.

Cautions swimmers regarding unsafe areas or conditions.

Operate light truck or other motor vehicle.

Performs other duties of a similar nature or level.

### TYPICAL QUALIFICATIONS:

#### **Training and Experience:**

Must successfully complete in-house training course as open water lifeguard.  
Any combination of education, training, and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job.

#### **Licensing Requirements:**

A valid Driver's license

Possession of an American Red Cross Lifeguard Training Certificate is preferred





STATE OF FLORIDA  
DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES  
Personnel Records (Section 401.31, F.S.)

ATTACHMENT 7

FOR HEALTH

Service Name: Escambia County

Inspection Date: 07/31/18

Total Number of Personnel: 150

Number of Files Reviewed: 22

Inspector Name: Shelly Lewis

	Name of Personnel	Date of Employment	Record of Training Yes/No	EMT/Para. Cert. Type and Exp. Date	CPR/ACLS Cert. Type and Exp Date (Drivers Only)	Driving Record Verif. Yes/No Date	Valid D.L. Yes/No Exp. Date	EVOC Training Yes/No Date	Statement for Driver Only			
									Alcohol Or Drug Yes/No	Phys. Or Mental Yes/No	18 YOA Yes/No	First Aid or Personal Safety Card Yes/No Exp. Date
1.	Ard, Kimberly	07/26/11	YES	P-532274	ACLS-12/18	N/A	10/31/19	07/28/11	YES	YES	YES	N/A
2.	Alverson, Aimee	06/12/18	YES	E-8520720	CPR-06/20	N/A	08/14/20	06/14/18	YES	YES	YES	N/A
3.	Brown, Katlyn	07/26/16	YES	E-548710	CPR-03/19	N/A	07/05/26	08/23/16	YES	YES	YES	N/A
4.	Bryars, Jason	02/06/18	YES	E-554242	CPR-05/19	N/A	01/08/20	02/26/18	YES	YES	YES	N/A
5.	Dirks, Crystal	02/08/11	YES	P-524629	ACLS-10/19	N/A	11/13/21	03/20/02	YES	YES	YES	N/A
6.	Grey, Michael	12/04/12	YES	P-531827	ACLS-12/18	N/A	01/08/26	03/26/12	YES	YES	YES	N/A
7.	Hammer, Daniel	01/18/00	YES	P-18586	ACLS-10/19	N/A	06/23/20	01/23/05	YES	YES	YES	N/A
8.	Jackson, Thomas	09/13/11	YES	P-529350	ACLS-03/19	N/A	01/08/19	06/06/10	YES	YES	YES	N/A
9.	Kerman, Walter	12/11/12	YES	P-524535	ACLS-01/20	N/A	04/30/26	12/22/12	YES	YES	YES	N/A
10.	Lorren, Lee	09/19/17	YES	E-554813	CPR-09/19	N/A	05/29/26	09/28/17	YES	YES	YES	N/A
11.	Tanksley, Jessica	05/10/06	YES	E-518925	CPR-02/19	N/A	02/01/19	12/06/07	YES	YES	YES	N/A
12.	Maddrey, James	11/18/14	YES	P-524786	ACLS-11/19	N/A	10/10/23	08/30/06	YES	YES	YES	N/A
13.	Mays, Ian	08/04/15	YES	E-532684	CPR-02/19	N/A	02/28/23	06/26/11	YES	YES	YES	N/A
14.	McNamara, Stephanie	10/11/16	YES	P-531182	ACLS-03/20	N/A	02/16/26	10/14/16	YES	YES	YES	N/A
15.	Miller, Daniel	01/26/16	YES	E-528712	CPR-03/19	N/A	12/03/19	02/09/16	YES	YES	YES	N/A
16.	Penrose, John	01/04/95	YES	P-14321	ACLS-09/18/	N/A	06/15/20	09/02/99	YES	YES	YES	N/A
17.	Reid, Blythe	09/06/17	YES	P-531328	ACLS-05/19	N/A	07/13/19	09/12/17	YES	YES	YES	N/A
18.	Selover, Matthew	02/20/16	YES	P-521689	ACLS-03/20	N/A	05/19/25	12/07/08	YES	YES	YES	N/A
19.	Shambo, Michael	11/28/17	YES	E-558264	CPR-11/18	N/A	01/06/22	11/13/17	YES	YES	YES	N/A
20.	Solomon, Teria	05/29/18	YES	P-531261	ACLS-03/20	N/A	10/12/19	06/14/18	YES	YES	YES	N/A
21.	Taylor, Cheryl	08/29/15	YES	P-531821	ACLS-12/18	N/A	01/14/20	05/29/15	YES	YES	YES	N/A
22.	Thiemann, John	06/12/18	YES	E-560434	CPR-02/19	N/A	08/07/20	06/14/18	YES	YES	YES	N/A



## STATE OF FLORIDA

DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES  
SERVICE RECORDS AND FACILITIES INSPECTION REPORT (SECTION 401.31, F.S.)

Service Name: Escambia County

Inspection Date: 07/31/18

Phone: 850-471-6400

County: Escambia

Type of Inspection: Announced

License Type: Transport

Date of Last Inspection: 09/09/15

License Expiration Date: 12/14/18



## Inspection Codes:

- 1 = Item meets inspection criteria.  
1a = Item corrected during inspection to meet criteria.  
2 = Items not in compliance with inspection criteria.

## Rating Categories:

- 1 = Lifesaving equipment, medical supplies, drugs, records or procedures  
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3 = Minimal support equipment, medical supplies, records or procedures



## I. ADMINISTRATIVE AND RECORDS STORAGE (Chapter 64J-1, F.A.C.)

1. Records storage and security.	1		
2. Records storage for 5 years.	1		
II. RECORDS (Section 401, F.S., Chapter 64J-1, F.A.C.)			
1. Current service license on display. (Chapter 64J-1, F.A.C.)	1	4. Items are stored in a climate controlled (i.e. - heated and air conditioned) location.	1
2. Vehicle/Aircraft Records (Chapter 64J-1, F.A.C.) To Include:	1	5. The area is clean and sanitary.	1
A. Registration.	1	B. Observe if the following requirements for controlled substances are being met:	
B. Verification of vehicle permit.	1	1. The requirements listed in items 105 above are being met.	1
3. Previous Inspection Forms, (Chapter 64J-1, F.A.C.)	1	2. Medical director has registered storage areas with DEA (Chapter 64J-1, F.A.C.)	1
4. Personnel Records for each EMT, paramedic (Chapter 64J-1, F.A.C.) To Include:		C. Written operating procedures for the storage and handling of fluids and medications specify the following:	
A. Date of employment.	1	1. Security procedures.	1
B. Record of training.	1	2. Items stored in a climate controlled location (i.e. - Heated and air conditioned)	1
C. Current professional certification.	1	3. Deteriorated or expired items stored in a quarantine area, separate from usable items.	1
D. Documentation of completion of the 1988 D.O.T. Air Medical Crew National Standard Curriculum-Advanced, for Paramedic Crew members (Chapter 64J-1, F.A.C.)	N/A	4. Inventory procedures.	1
5. Ambulance driver record (for each per Section 401.281(1), F.S.) To include: Statements attesting to A,B,C.		D. Written operating procedures for the storage and handling of controlled substances specify the following:	
A. 18 years old.	1	1. Storage procedures.	1
B. Not addicted to alcohol or controlled substances.	1	2. The positions that have access to controlled substances.	1
C. Free from physical or mental defect or disease that would impair ability to drive.	1	3. Shift change inventory procedures for vehicles.	1
D. Driving record verification.	1	4. Procedures to be used for the documentation of use, disposal of excess and resupply of vehicles with controlled substances.	1
E. Possess valid class "D" or chauffeur license.	1	5. Procedures used for inventory discrepancies.	1
F. Is trained in safe operation of emergency vehicle - 16 hour E.V.O.C.	1	F. Verify that the following occurs with regard in controlled substances:	
G. Possesses a valid American Red Cross First Aid and Personal Safety card or its equivalent.	N/A	1. Storage records are maintained on file at the location where he controlled substances are stored.	1
H. Possesses a valid American Red Cross or American Heart Association CPR or ACLS card.	1	2. All required inventories and records are maintained at least two years.	1
NOTE: Current EMT or paramedic certification is evidence of compliance with items A, B, C and G above. (Section 401.27(4), F.S.)		3. Records are maintained separately from other records.	1
6. Medical Director (Section 64J-1, F.A.C.)		8. Equipment substitutions when authorization by medical director (Chapter 64J-1, F.A.C.)	1
A. Qualifications: Current ACLS certification or board certification (Chapter 64J-1, F.A.C.)	1	9. Biomedical Waste operating procedures (Section 381.80, F.S. and Chapters 64J-1, F.A.C.) to include:	
B. Duties and responsibilities (Chapter 64J-1, F.A.C.)		A. Proper handling	1
1. Write/review operating procedures for patient care.	1	B. Proper storage	1
2. Written quality assurance program operating procedures that require the following:	1	C. Proper disposal	1
a. Prompt review of run reports.	1	10. EMS providers disaster plan integrates both local and regional disaster plan (Chapter 64J-1, F.A.C.)	1
b. Direct observation of personnel.	1	11. Adult and pediatric CID approval in writing by medical director (Chapter 64J-1, F.A.C.)	1
3. Documentation of implementation of #2 above.	1	12. If an EMS provider maintains an air ambulance license or has permitted aircraft, the following record requirements that apply (Section 401.251 F.S. and Chapter 64J-1, F.A.C.)	
4. Documented of participation in direct contract time with EMS Field Level Providers for a minimum of 10 hours per year.	1	A. Emergency protocol for overdue aircraft, when radio communications cannot be established, or when aircraft cannot be located.	N/A
7. Inventory, storage and security procedures for medications, fluids and controlled substances (Sections 499, 893, F.S., and Chapters 64J-1, F.A.C.)		B. Documentation of flight done every 15 minutes while enroute to and from patient's location.	N/A
A. Observe if the following requirements for medications and fluids are being met:		C. Safety committee to include:	
1. Storage area is secured by a locking mechanism.	1	1. Membership of one pilot, on flight medical crew member, medical director, EQ representative and one hospital administrator (if hospital based).	N/A
2. All items are inventoried at least monthly.	1	2. Written safety procedures.	N/A
3. Deteriorated or expired items are stored in a quarantine area, separate from usable items.	1	3. Meetings held quarterly to review safety policies, procedures, unusual occurrences, safety issues, and audit compliance with safety policies and procedures.	N/A
		4. Safety audit results communicated to all program personnel.	N/A
		5. Minutes of meetings recorded and retained on file for 2 years.	N/A

Comments:



STATE OF FLORIDA  
DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES  
BASIC LIFE SUPPORT VEHICLE INSPECTION REPORT (SECTION 401.31, F.S.)



Service Name: Escambia County      Inspection Date: 07/31/18      Phone: 850-471-6400  
County: Escambia      Type of Inspection: Random Announced  
Vehicle Information:      Unit# Med      Year/Make:      Permit Type ALS      Permit# 17604  
VIN: 3117      Tag# 212363


## Inspection Codes:

- 1 = Item meets inspection criteria.  
1a = Item corrected during inspection to meet criteria.  
2 = Items not in compliance with inspection criteria

## Rating Categories:

- 1 = Lifesaving equipment, medical supplies, drugs, records or procedures  
2 = Intermediate support equipment, medical supplies, drugs, records or procedures  
3 = Minimal support equipment, medical supplies, records or procedures



Name	EMT/PARA/DRIVER	CERTIFICATE NUMBER	Crew credentials: Section 401.27(1) And 401.281, F.S.
1. Jessica Tanksley	EMT	518925	
2. Stephanie McNamara	Paramedic	531182	
3.			
			Minimum = One EMT and One Driver

## I. VEHICLE REQUIREMENTS (Sections 316 and 401, F.S., Chapter 64J-1, F.A.C. and KKK-A-1822)

1. Exhaust System	1	d. ABD (minimum 5x9 inch) pads	1
2. Exterior Lights:	1	2. One pair of Bandage Shears	1
A. Head lights (high and low beam)	1	3. One set each, patient restraints – wrist and ankle	1
B. Turn signals	1	4. One each blood pressure cuffs: infant, pediatric, and adult	1
C. Brake Lights	1	5. One stethoscope: pediatric and adult	1
D. Tail Lights	1	6. Blankets	1
E. Back-up lights and audible warning device	1	7. Sheets. (not required on non-transport vehicles)	1
3. Horn	1	8. Pillows with waterproof covers and pillowcases or disposable single use pillows. (Not required on non-transport vehicles.)	1
4. Windshield wipers	1	9. One disposable blanket or patient rain cover.	1
5. Tires	1	10. One long spine board and three straps or equivalent.	1
6. Vehicle free of rust and dents	1	11. One short spine board and two straps or equivalent.	1
7. Two-way radio communication – radio test	1	12. One each adult and pediatric cervical immobilization device (CID), approved by the medical director of the service. This approval must be in writing and made available by the provider for the department to review.	1
A. Hospital (cab and patient compartment)	1	13. Set of padding for lateral lower spine immobilization of pediatric patients or equivalent.	1
B. Dispatch Center	1	14. Two portable oxygen tanks, "D" or "E" cylinders, with one regulator and gauge. Each tank must have a minimum pressure of 1000 psi.	1
C. Other EMS units	1	15. Each transparent oxygen masks; adult, child and infant sizes, with tubing	1
8. Emergency Lights	1	16. Set of pediatric and adult nasal cannulae with tubing.	1
9. Siren	1	17. One each hand operated bag-valve mask resuscitators, adult and pediatric accumulator, including adult, child and infant transparent masks capable of use with supplemental oxygen.	1
10. Two ABC fire extinguishers fully charged and inspected in brackets. Minimum 5 lbs each.	1	18. One portable suction, electric or gas powered, with wide bore tubing and tips, which meet the minimum standards as published by the GSA in KKK-A-1822 specifications.	1
11. Doors open properly, close securely.	1	19. Assorted sizes of extremity immobilization devices.	1
12. Rear and side view mirrors.	1	20. One lower extremity traction splint. (Pediatric and Adult)	1
13. Windows and windshield	1	21. One set of obstetrical kit to include, at minimum, bulb syringe, sterile scissors or scalpel and cord clamps or cord-ties.	1
II. TRANSPORT VEHICLE REQUIREMENTS (Section 401, F.S., and Chapter 64J-1, F.A.C. and KKK-A-1822).			
1. Primary stretcher and three straps.	1	22. Burn sheets.	1
2. Auxiliary stretcher and two straps.	1	23. One flashlight with batteries.	1
3. Two ceiling mounted IV holders.	1	24. Occlusive dressings.	1
4. Two no-smoking signs.	1	25. Assorted pediatric and adult sizes rigid cervical collars as approved in writing by the medical director and available for review by the department.	1
5. Overhead grab rail.	1	26. One installed oxygen with regulator gauge and wrench, minimum "M" size cylinder. (Other installed oxygen delivery systems, such as liquid oxygen, as allowed by medical director. This approval must be in writing and available to the department for review.)	1
6. Squad bench and three sets of seat belts.	1	27. Sufficient quantity of gloves - suitable to provide barrier protection from biohazards for all crew members.	1
7. Interior lights.	1	28. Sufficient quantity of each for all crewmembers - Face Masks - both surgical and respiratory protective.	1
8. Exterior floodlights.	1	29. Assorted pediatric and adult sizes rigid cervical collars as approved in writing by the medical director and available for review by the department.	1
9. Loading lights.	1	30. Nasopharyngeal airways, French or mm equivalents ( infant , pediatric , and adult	1
10. Heat and air conditioning with fan.	1	31. One approved biohazardous waste plastic bag or impervious container per Chapter 64J-1, F.A.C.	1
III. MEDICAL EQUIPMENT FOR TESTING (Chapter 64J-1, F.A.C., and KKK-A-1822)			
1. Installed suction. (Transport only)	1	31a. Pediatric length based measurement device for equipment selection and drug dosage	1
Items 14, 18 and 26 in section IV must be tested.			
IV. MEDICAL SUPPLIES AND EQUIPMENT (Chapter 64J-1, F.A.C., GSA KKK-A-1822)			
I. Bandaging, dressing and taping supplies:			
a. Rolls adhesive, silk or plastic tape.	1	34. One thermal absorbent reflective blanket.	1
b. Sterile gauze pads, any size	1	35. Two multi-trauma dressings.	1
c. Triangular bandages	1	GENERAL SANITATION (Section 401.26(2)(e), F.S.)	
Comments: * V=Variance			
I. Vehicle and Contents <input type="checkbox"/> Satisfactory <input type="checkbox"/> Unsatisfactory			



## ATTACHMENT 7

STATE OF FLORIDA  
DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES  
ADVANCED LIFE SUPPORT VEHICLE INSPECTION REPORT (SECTION 401.31, F.S.)

Service Name: Escambia County

Inspection Date: 07/31/18

Unit No. Med 32

## Inspection Codes:

- 1 = Item meets inspection criteria.  
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## Rating Categories:

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3 = Minimal support equipment, medical supplies, records or procedures



**ALS EQUIPMENT AND MEDICATIONS**  
(Reference Chapter 64J-1, F.A.C.)

MEDICATIONS	WT/VOL	QTY		MEDICAL EQUIPMENT (Cont.)	
1. Atropine Sulfate			1	n. Intraosseous needles 15 or 16 gauge and three way stop-cocks. As allowed by medical director.	1
2. Dextrose, 50 percent	25 gm/50ml	V-D10	1	o. Syringes from 1 ml. To 20 ml.	1
3. Epinephrine HCL	1:1,000 1 mg/ml		1	p. DC battery powered portable monitor defibrillator capable of delivering energy below 25 watts/sec with adult and pediatric paddles (or pediatric paddle adapters) and EKG printout and spare battery.	1
4. Epinephrine HCL	1: 10,000 1 mg/10cc		1	q. Adult and pediatric monitoring electrodes.	V-Ped electrodes 1
5. Ventricular dysrhythmic			1	r. Pacing electrodes, if monitor or defibrillator requires.	1
7. Naloxone (Narcan)	1 mg/ml 2 mg amp.		1	s. Electronic waveform capnography capable of real-time Monitoring and printing record of the intubated patient	1
8. Nitroglycerin	0.4 mg spray pump		1	t. Method of blood glucose monitoring approved by medical director.	1
9. Diazepam	5 mg/ml		1	u. Pediatric length based measurement tape for equipment selection and drug dosage.	1
10. Inhalant, Beta Adrenergic agent with nebulizer apparatus, approved by medical director	In nebulizer apparatus		1	v. Approved sharps container per Chapter 64J-1, F.A.C.	1
IV SOLUTIONS MINIMUM QTY	MINIMUM AMMOUNTS			w. Flexible suction catheters size 6-8, 10-12, and 14, French	One each 1
1. Lactated Ringers or Normal Saline	In any combination		1	<b>Other ALS Requirements</b>	
Medical Equipment				1. Standing orders – authorized by current medical director within last 24 months	1
a. Laryngoscope handle with batteries			1	2. Controlled substances stored in a locked drug compartment.	1
b. Laryngoscope blades, adult, child and infant sizes			1	3. Controlled substance written vehicle log:	1
c. Pediatric IV arm board or splint appropriate for IV stabilization			1	A. Inventory conducted at beginning and end of shift.	1
d. Disposable endotracheal tubes; adult, child and infant sizes (Two each within the ranges 2.5mm – 5.0mm shall be uncuffed; range 5. mm – 7.0mm; 7.5mm – 9.0mm)			1	B. Log consecutively, permanently numbered pages.	1
e. Pediatric and adult endotracheal tube stylets.			1	C. Log on each vehicle specifics:	1
f. Pediatric and adult Magill forceps.			1	1. Vehicle unit or number;	1
g. Device for intratracheal meconium suctioning in newborns			1	2. Name of employee conducting inventory;	1
h. Tourniquets			1	3. Date and time of inventory;	1
i. IV cannulae between 14 and 24 gauge			1	4. Name, weight, volume or quantity and expiration date of each controlled substance;	1
j. Micro drip sets			1	5. Run report no. (if administered);	1
k. Macro drip sets			1	6. Each amount administered or disposed;	1
l. IV pressure infuser			1	7. Printed name and signature of administering Paramedic or other authorized licensed professional.	1
m. Needles between 18 and 25 gauge			1	8. Printed name and signature of person witnessing the disposal of each unused portion.	1

Comments:





**STATE OF FLORIDA**  
**DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES**  
 Equipment Test Results


**Service Name: Escambia County**
**Inspection Date: 07/31/18**
**Inspector Name: Shelly Lewis**
**Unit Number: Med 32**
**I. RESPIRATORY EQUIPMENT TEST RESULTS**
**A. Aspirators**  
 (Reservoir must be connected)

**Built-in**
**Portable**
**Spare**
**Quick Test:**

- |   |  |  |  |
|---|--|--|--|
| 1. Flow rate = or > 30 L/min                  | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 2. Vacuum = or > -300 mm Hg within 4 seconds? | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 3. Maximum vacuum = or > -400 mm Hg?          | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 4. Aspirator tubing collapses?                | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes <input type="checkbox"/> No |

**B. Oxygen Flow meters**
**Built-in**
**Portable**
**Spare**
**Quick Test:**

- |   |  |  |  |
|---|--|--|--|
| 1. Dial-type "clicks" into position?                | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 2. Flow rate within 1.0 L/min when < or = 10 L/min? | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> X Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 3. Flow rate within 1.5 L/min when = or > 11 L/min  | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes <input type="checkbox"/> No |

**Comments:**



STATE OF FLORIDA  
DEPARTMENT OF HEALTH · EMERGENCY MEDICAL SERVICES  
Inspection Narrative (Section 401.31, F.S.)



Service Name: Escambia County

Date: 07/31/18

Phone: 850-471-6400

County: Escambia

Type of Inspection: Random

Type of Service: ALS

Unit #: M-32

Page 1 of 1

Comments (Use additional sheet if necessary)

Personnel Records Inspection----No Deficiencies

Service Records and Facilities Inspection----No Deficiencies

BLS Vehicle Inspection----No Deficiencies

ALS Vehicle Inspection----No Deficiencies

Equipment Test Results Inspection----No Deficiencies

Outstanding inspection. Excellent employee and service records. Med 32 crew members were polite and worked well together to locate required equipment. Good QA/QI program. EMS Section Chief Kate Kenny I thank you and your staff for your help and cooperation during this inspection.

If there is anything the Department can do to assist you in the future please, feel free to call anytime.